

**LEGISLATIVE COUNSEL  
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91ST CONGRESS  
1ST SESSION

# H. R. 13008

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## IN THE HOUSE OF REPRESENTATIVES

JULY 22, 1969

MR. HANLEY (for himself, Mr. WILLIAM D. FORD, Mr. PURCELL, Mr. TIERNAN, Mr. WALDIE, Mr. CUNNINGHAM, Mr. MCCLURE, and Mr. MESKILL) introduced the following bill; which was referred to the Committee on Post Office and Civil Service

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## A BILL

To improve position classification systems within the executive branch, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*  
3       That this Act may be cited as the "Job Evaluation Policy  
4       Act of 1969".

5       TITLE I—CONGRESSIONAL FINDINGS WITH RE-  
6       SPECT TO JOB EVALUATION AND RANKING  
7       IN THE EXECUTIVE BRANCH

8       SEC. 101. The Congress hereby finds that—

9               (1) the tremendous growth required in the activi-  
10       ties of the Federal Government in order to meet the

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country's needs during the past several decades has led to the need for employees in an ever-increasing and changing variety of occupations and professions, many of which did not exist when the basic principles of job evaluation and ranking were established by the Classification Act of 1923. The diverse and constantly changing nature of these occupations and professions requires that the Federal Government reassess its approach to job evaluation and ranking better to fulfill its role as an employer and assure efficient and economical administration;

(2) the large number and variety of job evaluation and ranking systems in the executive branch have resulted in significant inequities in selection, promotion, and pay of employees in comparable positions among these systems;

(3) little effort has been made by Congress or the executive branch to consolidate or coordinate the various job evaluation and ranking systems, and there has been no progress toward the establishment of a coordinated system in which job evaluation and ranking, regardless of the methods used, is related to a unified set of principles providing coherence and equity throughout the executive branch;

(4) within the executive branch, there has been no

1       significant study of, or experimentation with, the several  
2       recognized methods of job evaluation and ranking to de-  
3       termine which of those methods are most appropriate for  
4       use and application to meet the present and future needs  
5       of the Federal Government; and

6           (5) notwithstanding the recommendations resulting  
7       from the various studies conducted during the last twenty  
8       years, the Federal Government has not taken the initia-  
9       tive to implement those recommendations with respect  
10      to the job evaluation and ranking systems within the  
11      executive branch, with the result that such systems have  
12      not, in many cases, been adapted or administered to meet  
13      the rapidly changing needs of the Federal Government.

14           TITLE II—STATEMENT OF POLICY

15       SEC. 201. It is the sense of Congress that—

16           (1) the executive branch shall, in the interest of  
17       equity, efficiency, and good administration, operate under  
18       a coordinated job evaluation and ranking system for all  
19       civilian positions;

20           (2) the system shall be designed so as to utilize such  
21       methods of job evaluation and ranking as are appropri-  
22       ate for use in the executive branch, taking into account  
23       the various occupational categories of positions therein;  
24       and

25           (3) the United States Civil Service Commission

1 shall be authorized to exercise general supervision and  
2 control over such a system.

3 TITLE III—PREPARATION OF A JOB EVALUA-  
4 TION AND RANKING PLAN BY THE CIVIL  
5 SERVICE COMMISSION AND REPORTS AND  
6 RECOMMENDATIONS TO CONGRESS

7 SEC. 301. The Civil Service Commission, through such  
8 organizational unit which it shall establish within the Com-  
9 mission and which shall report directly to the Commission,  
10 shall prepare a comprehensive plan for the establishment of  
11 a coordinated system of job evaluation and ranking for civil-  
12 ian positions in the executive branch. The plan shall include,  
13 among other things—

14 (1) provision for the establishment of a method  
15 or methods for evaluating jobs and alining them by level;

16 (2) a time schedule for the conversion of existing  
17 job evaluation and ranking systems into the coordinated  
18 system;

19 (3) provision that the Civil Service Commission  
20 shall have general supervision of and control over the  
21 coordinated job evaluation and ranking system, includ-  
22 ing, if the Commission deems it appropriate, the au-  
23 thority to approve or disapprove the adoption, use and  
24 administration in the executive branch of the method or  
25 methods established under that system;

1           (4) provision for the establishment of procedures  
2       for the periodic review by the Civil Service Commis-  
3       sion of the effectiveness of the method or methods  
4       adopted for use under the system; and

5           (5) provision for maintenance of the system to  
6       meet the changing needs of the executive branch in the  
7       future.

8       SEC. 302. In carrying out its functions under section  
9       301 of this Act, the Commission shall consider all recog-  
10      nized methods of job evaluation and ranking.

11      SEC. 303. The Civil Service Commission is authorized  
12      to secure directly from any executive agency, as defined  
13      by section 105 of title 5, United States Code, or any bureau,  
14      office, or part thereof, information, suggestions, estimates,  
15      statistics, and technical assistance for the purposes of this  
16      Act; and each such executive agency or bureau, office, or  
17      part thereof is authorized and directed to furnish such infor-  
18      mation, suggestions, estimates, statistics, and technical assist-  
19      ance directly to the Civil Service Commission upon request  
20      by the Commission.

21      SEC. 304. (a) Within one year after the date of enact-  
22      ment of this Act, the Commission shall submit to the Presi-  
23      dent and the Congress an interim progress report on the  
24      current status and results of its activities under this Act,  
25      together with its current findings.

1       (b) Within two years after the date of enactment of  
2 this Act—

3           (1) the Civil Service Commission shall complete  
4 its functions under this Act and shall transmit to the  
5 President a comprehensive report of the results of its  
6 activities, together with its recommendations (including  
7 its draft of proposed legislation to carry out such recom-  
8 mendations), and

9           (2) the President shall transmit that report (in-  
10 cluding the recommendations and draft of proposed  
11 legislation of the Commission) to the Congress, to-  
12 gether with such recommendations as the President  
13 deems appropriate.

14       (c) The Commission shall consult with the Post Office  
15 and Civil Service Committees of the United States Senate  
16 and House of Representatives on a periodic basis as requested  
17 by those committees.

18       (d) The Commission shall periodically consult with,  
19 and solicit the views of, appropriate employee and profes-  
20 sional organizations.

21       (e) The organizational unit established under section  
22 301 of this Act shall cease to exist upon the submission of  
23 the report to the Congress under subsection (b) of this  
24 section.

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